



Fleet and Industrial Supply Center - Norfolk, Virginia

# Supply Chest

January 14, 2005

Ready - Resourceful - Responsive!

Vol. 57 No. 1

## SECNAV outlines Department of the Navy objectives for 2005

As we begin a new year, the leadership team of the Department of the Navy is pleased to share with you the priority objectives for the department. The following objectives are not intended to be a comprehensive list of all that needs to be accomplished this year. They do, however, reflect our joint consensus on areas we personally intend to manage and track to assure that the objectives are met.

The 2005 objectives include several from 2004 that continue to require constant attention and high energy, such as prosecuting the Global War on Terrorism (GWOT). Note that we've added taking care of our wounded Marines, Sailors and their families as a priority GWOT objective. Safety also remains a high priority objective for 2005. There are several significant new objectives this year, such as the Quadrennial Defense Review (QDR) and base realignment and closure (BRAC). Objectives like these will impact not only the Department of the Navy, but also the entire defense department.

DoN objectives for 2005:

a. **Global War on Terrorism:** continue to aggressively prosecute the Global War on Terrorism.

(1) Take care of wounded Marines/Sailors and their families.

(2) Incorporate financial and program processes to rapidly respond to operational needs and to provide for reconstitution of OEF/OIF assets.

(3) Shape Programming Resources – 2007 (PR-07) to meet short and long-term GWOT requirements.

(4) Establish a naval innovation laboratory environment to enable rapid acquisition and development processes for evaluating, testing and deploying of GWOT solutions. Countering improvised explosive devices (IEDs), rocket propelled grenades (RPGs) and mortars is the principal focus of this effort in 2005.

b. **Homeland Security:** Use the memorandum of agreement negotiated with the Coast Guard in 2004 as the foundation for broadened relationships with international navies to develop an integrated intelligence



*The Honorable Gordon R. England  
Secretary of the Navy*

and command and control system to assist in GWOT.

*continued on page 7*

## Rear Adm. Stone, COMNAVSUPSYSCOM, visits FISC Norfolk



*Rear Adm. Dan Stone, Commander, Naval Supply Systems Command, speaks to members of the Hampton Roads Supply Corps Association (HRSCA) at Breezy Point Officers Club. Nearly 200 members of the Navy Supply Corps attended the breakfast with Rear Adm. Stone.*

Rear Admiral Dan Stone, Commander Naval Supply Systems Command, made his first visit to FISC Norfolk since taking office as the 43rd Chief of Supply Corps in July 2004.

The day started at 6:30 a.m. with a breakfast hosted by the Hampton Roads Supply Corps Association (HRSCA) at the Breezy Point Officer's Club. Rear Adm. Stone spoke about the challenges facing the Supply Corps and the Navy, and the Chief of Naval Operations' Guidance for 2005. The overall theme of his discussion was transformation and he emphasized how engaged and knowledgeable senior line officers are in supply/logistics matters today and added that we (as supply professionals) have to know our business because it is an essential part of transformation.

Following breakfast with HRSCA, Rear Adm. Stone received a comprehensive command overview of FISC Norfolk from Capt. Tim Ross, FISC Norfolk's commanding officer. The brief emphasized the command's overall mission, areas of responsibility, products and services, and status of alignments. Capt. Ross talked about FISC Norfolk's alignments in the Midwest region, Northeast region, Na-

*continued on page 3*

## CNO Guidance for 2005: Winning the fight and bridging the future

We have just completed an operationally successful 2004 in which we accelerated our advantages. Bravo Zulu to all hands. In the year ahead, we will continue to focus on winning the war on terrorism and preparing for future threats to our security.

The lessons of today's fights — both those against terrorists around the world, and for talent and change within our Navy — will serve as the foundation for tomorrow's fleet.

In 2005, we will continue our focus on the Navy's greatest resource - our people. We will deliver a human capital strategy that furthers our efforts to place sailors with the right skills in the right place at the right time, while providing them with the professional and personal tools needed to be successful.

We will also develop new concepts of operations and systems to support those concepts. We will advance the development of the sea basing vision, exploring new ways of employing joint forces to deter conflict, wage war, and restore stability. We will further integrate with our joint partners, align requirements and procurement decision processes, and streamline our infrastructure ashore.

In sum, our goals for 2005 are to strengthen our asymmetric advantages — readiness, advanced technology, dominance of the maritime domain, and the genius of our people — to enhance the security of our nation.

I am proud of you. Your Sailors continue to set the standard of excellence, from sustaining success in recruiting and retention, to achieving unparalleled availability of our forces, and building new and more capable ships, aircraft, and shore facilities to fight the global war on terror.

Making our Navy a better Navy requires great leaders, and that is why I'm sending this communication to you. Throughout my tour as CNO I've focused direct communications on commanders: You make things happen and that's just as it should be. We continue to look to the future with high expectations. We're counting on each of you to lead us toward the vision of our future. You have excelled in 2004 and nothing less is required in 2005. As you demonstrate your command's ability to accomplish your mission with the tools you have today, we will continue to provide new capabilities that will enable our future. Thank you for your leadership and commitment.



*Adm. Vern Clark, Chief of Naval Operations*

CNO Guidance 2005 is posted at [www.navy.mil](http://www.navy.mil). We have set demanding goals for 2005. I ask that you review and align your organizations to achieve those goals. I also urge you to share our 2004 achievements with your Sailors. It is their success that enables the progress of our Navy.

Admiral Vern Clark  
Chief of Naval Operations

## Supply Chest

Fleet and Industrial Supply Center  
1968 Gilbert Street, Suite 600  
Norfolk, Virginia 23511-3392  
(757) 443-1013/14

Capt. Timothy J. Ross, SC, USN, Commanding Officer  
Bob Anderson, Public Affairs Officer/Managing Editor  
Jim Kohler, Editor  
Bill Pointer, Staff Photographer  
Steve Craddock, Staff Graphic Illustrator

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# NSWC Crane teams with FISC Norfolk and NAVSUP

On 3 October 2004, Crane Division, Naval Surface Warfare Center (NSWC Crane) Material Logistics Division personnel were operationally detailed to Fleet Industrial Supply Center, Norfolk (FISCN). Capt. Joseph Erler, NSWC Crane Supply Officer, and his staff of 81 civilian and 21 contractor support personnel will be permanently transferred to FISCN and the Naval Supply Systems Command (NAVSUP). NAVSUP and the Naval Sea Systems Command (NAVSEA) will finalize and sign a Memorandum of Agreement (MOA) outlining the conditions of transfer and the roles and responsibilities in the partnership by early 2005.

So, you might be asking yourself, who are these folks in rural southwestern Indiana and what are they doing for the Navy more than 700 miles away from the Atlantic Ocean? NSWC Crane's initial mission was to prepare, load, renovate, receive, store, and issue all ammunition during World War II. Over the years they have developed expertise in engineering and electronics and today have evolved into a multi-mission, multi-service technical and ordnance center with both a fleet support and industrial base mission. They service diverse and highly technical product lines in the areas of ordnance, electronics, and electronic warfare. Crane is a leader in acquisition and support of modern naval combat weapons systems and can quickly deliver products to the Warfighter.

NSWC Crane has the unique ability to harness the power of technology for the warfighter by taking standard equipment and modernizing it to meet the military needs of the 21<sup>st</sup> century. Cheaper, quicker, lighter, faster, stronger, and more powerful are the tenets of Crane today. They have grown from infancy during the first days of World War II and matured to the modern battlefield of the Persian Gulf War, Operation Iraqi Freedom, and America's Homeland Defense. Their



*A NSWC Crane employee retrieves material in a warehouse using a narrow-aisle forklift.*

work expands beyond the Navy's needs and crosses over to meet the demands of the Army, Air Force, Marine Corps, Coast Guard, and even NASA. This dramatic increase in essential engineering activities is the primary reason for the dramatic growth in the size of Crane's workforce.

One of the most unique aspects of NSWC Crane is its ability to provide limited special manufacturing operations. Several of its engineering units have not only product development potential, but also the ability to commence immediate short-term or small quantity manufacturing of new defense products in order to reach American fighting forces quickly and efficiently.

In order to meet the demands of the warfighter, NSWC Crane's Material Logistics Division provides support and service to the more than 3,400 Navy employees and

620 Army employees located at Crane, as well as Navy and Department of Defense customers worldwide. These services include inventory management, inventory accuracy, warehousing (receive, stow, issue), packing and packaging, management of sponsor owned material, traffic management, and repairables management. They manage approximately 62,000 line items valued at over \$3 billion, located in 27 buildings with more than 840,000 square feet of storage.

The unique program support provided by Capt. Erler and his staff include foreign military sales, classified material, serial number tracking, AEGIS tube tracking, the Navy's sole small arms repair and repository site tracking over 1.1 million small arms, night vision goggles and electro-optics, chemical/biological sensors, tier 1 ordnance shipping, and legacy systems disposal support.

## **Stone visit from page 1**

val District Washington and Mid-Atlantic region. He showed charts on the FISC Norfolk organization and how it was restructured to support all the realignments and transformation. Because of the realignments, FISC Norfolk will essentially double in the amount of assigned personnel.

Capt. Ross finished up the briefing by talking about the challenges that face FISC Norfolk. Those challenges included: partnerships – G&A, management information reporting, R-Supply, inventory management, A-76, NSPS, workforce assimilation and expansion of the IT environment.

Following the briefings by Capt. Ross, Rear Adm. Stone toured the Global Distance Support Center, the Logistics Support Center, Super SERVMART, ATAC Hub, Regional Navy Mail Center, Regional Supply Office – Norfolk and finished up with an RFID demonstration at the FISC Norfolk Ocean Terminal.

Rear Adm. Stone left FISC Norfolk with a challenge to look at what our structure should be 10-15 years down the road and to maintain that focus as we restructure to meet the changing needs of our customers.

# NICC gets new name but still provides 24/7 service

The Navy's Integrated Call Center (NICC) has been renamed the Global Distance Support Center (GDSC). The name change more closely represents the global multi-service function of the support centers operated by the Naval Supply Systems Command (NAVSUP) and Naval Sea Systems Command (NAVSEA). The NAVSUP centers are located in Norfolk, Va. and San Diego, Calif. The NAVSEA Anchor Desk is also located in Norfolk, Va.

The GDSC's ability to draw from a wide variety of information resources is the key to its success. Customer service representatives answer customer questions about logistics and supply and limited technical or general information. "Our customers are located worldwide," said Sharon McPherson, FISC Norfolk GDSC manager. "Our focus is on providing support to the Navy and all services with the core functions being to

resolve customer issues and provide information," she explained.

Customer service representatives are available 24 hours-a-day, seven days-a-week, including holidays. On average, 120,000 calls are handled annually by the support centers, providing information and assistance on everything from medical concerns to supply and logistics questions to chaplain services.

"The new name more accurately defines the function of the GDSC," said McPherson. "By joining forces with NAVSEA, we are able to provide a great deal of customer support. The focus is on a global scale not necessarily just local or coastal."



*Brenda Bledsoe, a customer service representative at FISC Norfolk, takes one of the 200-250 calls received each day by the Global Distance Support Center.*

said McPherson.

A typical day includes 200-250 calls at each site. Operators have access to more than 50 various databases in order to provide the requested information. "The GDSC provides 'One Touch' support to our war fighters in the United States, aboard ships and overseas via telephone, email, or FAX,"

The most sought-after information includes requisition status, stock availability, requisition processing and general assistance for numbers and contacts. McPherson said on a typical day the GDSC team, which averages 14 to 18 representatives per site, strives for a 90 to 95 percent answer rate accompanied with a follow-up satisfactory service check.

The phone number for the GDSC is 1-877-418-6824 or 1-877-41touch. The worldwide DSN number is 510-428-6824. They can also be contacted via email at [nicc@navy.mil](mailto:nicc@navy.mil).

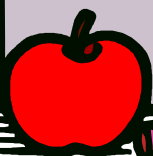
## FISC Learning Resource Center

THIRD FLOOR, ROOM 305  
BLDG W-143

The FISC Resource Center is a learning and assistance center for its employees. The Center offers the following:

- Tapes and books available for checkout on subjects ranging from Interviewing Techniques to Resume Writing.
- Assistance with computer needs, whether it's the online Chart Resume System, establishing online Individual Development Plans, completing on line mandatory training, or locating training resources.
- Locate free training resources, like Navy E-Learning. Accessing Navy E-Learning, employees can complete free courses that provide the knowledge and skills needed by the Navy workforce. Individuals logging onto the Navy E-Learning website are able to control their time, place and extent of learning.

Come to a calm, stress free environment and get prepared for future opportunities. Contact Debra Monroe (443-1054), Alice Burford (443-1729), or Susan Thornes (443-1728) for an appointment.



## Beware of fraudulent OPM site

The Office of Personnel Management (OPM) has discovered that another company is hosting a web page called [www.employeeexpress.com](http://www.employeeexpress.com), which has a link to a web page that claims to be and looks like the official ".gov" home page of employee express. The ".com" site can load spy ware on a PC and can capture SSN and PIN. Therefore, identity theft is a possibility if an employee thinks they are accessing the secure official ".gov" site when they are accessing this ".com" site.

When linked to the official ".gov" employee express web site, the URL, <https://www.employeeexpress.gov/>, will display at the top of the browser window (<https://www.employeeexpress.gov/> ensures secure mode) and the padlock/security icon will appear near the lower right hand corner of the browser window.

OPM will be updating the official ".gov" Employee Express Web site to include the following warning message in the announcements area: \*\*\* security alert - all employees \*\*\*. To ensure secure access to the official EEX web site, <https://www.employeeexpress.gov/> <<https://www.employeeexpress.gov/>> should display at the top and the security icon at the bottom of your browser window.



## Speaking for the Fleet ... Start the New Year on a positive note!

By FLTCM(AW/SW) Jon R. Thompson

The weeks of activity gearing up for the holidays are finally behind us and it's time once again to find some normalcy.

For many of you, I suspect the transition out of the holiday season will come easily. After a period of rest and relaxation most of you are ready to get back to work with a renewed sense of purpose.

Having said that, some of you may find getting back into the everyday groove can be a chore. Why? I suspect there are lots of different reasons. Most likely, you, like millions of others, will soon regret the excesses of the season: too much food, too many sweets, too many commitments, — just too much everything. And now it's time to pay the dues.

Shipmates, when the numbers on the scale (or the credit card bills) start weighing you down, how do you cope? When seasonal depression leaves you feeling exhausted, stressed or down and out, what do you do to recover?

The remedy, I believe, lies in regaining a positive outlook and putting things in their proper perspective. But for recovery to take place, you may need to break away from some of habits you've adopted and implement a different regime. Remember, a new year means another chance to live your life to the fullest.

The best way I've found to get out the

“rut” is to refocus on the basics.

First and foremost, take care of yourself. By that, I mean put into practice all the things that promote a healthy lifestyle. You know the pitch: get plenty of rest, exercise regularly, watch your diet, etc. Shipmates, I'll admit most of you may view this as simply common sense. But let me ask you, do you really expect to focus on the task at hand when you're not feeling your best? By adopting a healthy lifestyle, you'll be helping yourself and serving as a good role model for others.

Taking stock in the future is also important. In regard to your finances, education, and career, what's your plan for the future? Now's a great time to re-evaluate where you are and where you're headed. The start of a new year is the right time to identify the things you really want to achieve in 2005.

While you're at it, why not ask yourself where you'd like to be five to ten years from now. We all have desires in life, so why not take that vision and make it a personal goal? Then get started making it happen!

If, by chance, you actually made a New Year's resolution, what are you doing today to motivate yourself so you don't wind up with just another unfulfilled promise? I've believe one of the best ways to remain focused and committed to a goal is to put it on paper.

Mapping out your goals though a



FLTCM(AW/SW) Jon R. Thompson

written “action plan” is another good motivation technique that allows you and others to monitor your progress. Although you might be tempted not to share your goals with others, don't give in. Support from friends, family and co-workers can often provide the positive reinforcement we need to keep us on track.

Shipmates, remember that balance, variety and moderation apply to most things in life. Now's the time to set your life goals for 2005 so you can enjoy the holidays next year!

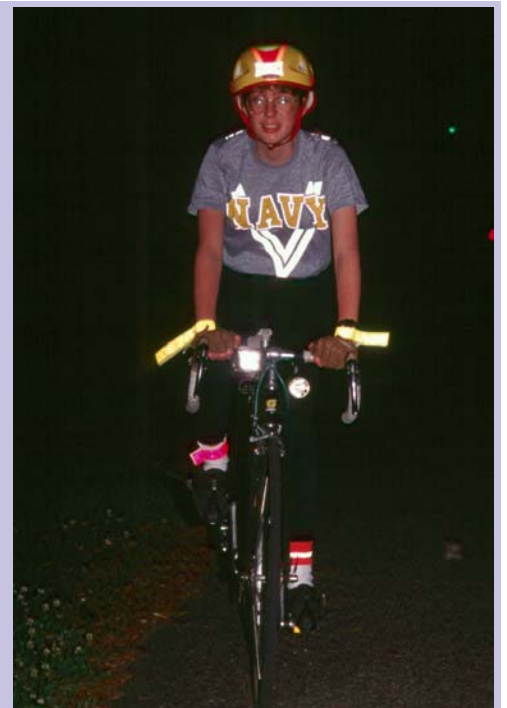
## Reflective gear required when biking, jogging

A recent spate of near misses, close calls, and actual accidents involving joggers, bicyclists, and motor vehicles has proven the need to increase the visibility of personnel jogging or bicycling on installations in the Mid-Atlantic region. Effective January 15, 2005, joggers, fitness walkers, and bicyclists are required to wear high visibility belts or reflective vests on all Navy Region Mid-Atlantic installations during times of darkness or reduced visibility.

Two-inch hi-visibility reflective belts are available for purchase at navy exchanges and local retailers throughout the region. Additionally, reflective belts are available for checkout at all MWR fitness facilities. Fleet units and tenant commands who routinely engage in physical training (PT) during early morning hours or other times of reduced visibility, are encouraged to purchase hi-visibility belts or reflective vests for community use.

Hi-visibility belts or reflective vests are not required for organized sports on established playing fields or closed loop tracks. While not required on excluded fields outlined above, belts or vests must be worn while on all other jogging surfaces, to include designated jogging trails, because of proximity to roadways and transit to and from designated trails. Belts or vests must be worn outside of any garments, and remain visible at all times during hours of darkness or reduced visibility.

This proactive safety measure will increase the safety of those jogging and biking on our installations by increasing their visibility to motor vehicle operators.



# FISC Sigonella – expanding the logistics network in Europe

By CAPT Larry H. Arcement, Jr., SC, USN, former Supply Officer, NAS Sigonella

A European Navy supply center has been conceptualized for many years. As part of a strong collaborative initiative between Commander, Naval Forces Europe; Commander, Naval Supply Systems Command; Commander, Navy Installations; and Commander, Navy Region Europe, the Fleet and Industrial Supply Center Sigonella (FISCSI) began operations Oct. 1, 2004. This effort is a leap towards transformational realignment and streamlining of Navy Europe's operational theater logistics.

The Naval Air Station Sigonella supply department, up until late 2001, provided traditional aviation supply support to permanently assigned, deployed or transient squadrons in the NAVEUR operating area. Additionally, NASSIG was an intermediate point for fleet cargo originating in CONUS, which required delivery to afloat and mobile units operating in the Eastern Mediterranean. This material would be forwarded by air, truck and surface ship at the direction of Commander, Task Force 63. Sigonella's supply mission changed significantly when a partnership with the Defense Logistics Agency was established.

On Oct. 12, 2001, a memorandum of agreement was signed between DLA, CNE and NASSIG allowing DLA to forward position 9,000 DLA-owned repair parts into the NASSIG warehouse. Within two weeks, DLA stock began arriving on the NASSIG warehouse dock. By mid-February 2002, most of the DLA parts were in place at NASSIG warehouse.

The programming logic had been successfully changed by FISC Norfolk and Defense Information Systems Agency allowing fleet units direct access to parts in NASSIG. NASSIG had become a forward distribution point saving fleet customers waiting for parts an average of eight days compared to inventory issued from the Eastern seaboard. NASSIG issues to afloat units grew from 38,000 in fiscal year 2001 to 52,000 in fiscal year 2002, and 88,000 in fiscal year 2003. Fiscal year 2004 is expected to exceed previous year's figures.

The forward positioning strategy added value to the warfighter and ultimately resulted in transferring the NASSIG distribution center to DLA with the activation of

Defense Distribution Depot Sigonella on April 1, 2004.

Declining base operating support budgets, and the spin-off of CNRE during the first quarter of fiscal year 2004, resulted in a NAVEUR tasking to review the logistics infrastructure throughout the area of responsibility. As the study was conducted to determine whether excess capacity existed in warehousing or other logistics areas across nine bases at NASs Sigonella, Italy and Keflavik, Iceland; Naval Station Rota, Spain; Naval Support Activities in Naples, La Maddalena, and Gaeta, Italy, and Souda Bay, Greece; Joint Maritime Facility St. Mawgans, United Kingdom; and Commander, Naval Activities United Kingdom.

A preliminary analysis was completed in January 2004 and identified several areas within the European base logistics infrastructure that presented opportunities for efficiencies and cost savings. It was determined that a consolidated logistics hub could support nine European bases with resultant savings in base operating support. Rear Adm. Bill Kowba, Commander, Fleet and Industrial Supply Centers presented the initial study to Rear Adm. Lewis Crenshaw, Commander, Navy Region Europe and obtained approval to conduct a Business Case Analysis (BCA) on the feasibility and savings of establishing a European-based Navy supply center.

Over the next three months, the European Logistics Team was expanded to include the supply officers at each of the European bases. During the BCA, each supply function under the CNI Installation Management and Accounting Project business model was studied in detail and included warehousing, inventory management, supply management, CHRIMP (Consolidated Hazardous Material Reutilization and Inventory Management Program), postal, bulk fuels and personal property.

During the functional reviews, COMFISCS representatives conducted visits to Europe to investigate functions, validate BCA assumptions and further streamline workforce processes.

The final Navy Europe supply-logistics BCA was presented to the CNRE Executive Steering Council during the week of April 15, 2004. The ESC, chaired by the newly installed CNRE, Rear Adm. Stan Bozin and comprised of all nine installation command-



*Lt. Cmdr. Timothy Dudley and ABF1 Ron Howton connect a nozzle to a 5,000 gallon refueling tanker on the NAS Sigonella flight line. They are testing a hydrant system that will be used to fill all wide-bodied aircraft on the flight line much quicker than using trucks. NAS Sigonella provides logistical support for Sixth Fleet and NATO forces in the Mediterranean Sea. U.S. Navy photo by Journalist Seaman Stephen P. Weaver.*

ing officers, unanimously approved the BCA recommendation to link the logistics operations at all CNRE bases into a regional logistics team in partnership with COMFISCS to be called FISC Sigonella. The Navy Regional Contracting Center Naples will also realign into FISCSI.

The anticipated savings resulting from the establishment of FISCSI is \$8.5 million. The savings will be realized primarily in the area of military and civilian labor (MPN) savings of \$3.8 million, and operations and maintenance (OM&N) savings of \$4.7 million.

FISCSI will be comprised of about 500 military and civilian personnel across nine bases and five countries that span, in terms of geographical dispersion, a distance equivalent to that from Puget Sound, Wash., to Guantanamo Bay, Cuba.

The extraordinary dedication and focus from leaders in San Diego; Mechanicsburg, Pa.; London; Naples; and Sigonella truly reflect a transatlantic alliance and injection of innovation, driving the Europe Navy supply center concept into a reality.



**c. Safety:**

- (1) Improve all safety results across DON.
- (2) Improve safety results across DON to meet Secretary of Defense challenge to reduce mishaps by 50 percent across the two year period, 2004 and 2005.
- (3) Initiate prioritized actions of the Navy and Marine Corps Safety Council.

**d. Human Capital Strategy:**

- (1) National Security Personnel System (NSPS) — accomplish all orientation, training and other activities to start spiral one in July.
- (2) Continue to pursue strategies to decrease overall manpower costs within DON while improving effectiveness and personnel satisfaction.
- (3) Strategically focus naval education and training.
- (a) Formulate vision and goals including lessons learned from GWOT like foreign language and cultural skills.
- (b) Establish an implementing organizational approach integrated

into career progression and advancement.

- (c) Establish actionable metrics.

**e. Ship Building:** Formulate, articulate and incorporate into PR-07 a comprehensive shipbuilding program to encompass all aspects of sea basing and quick reaction to trouble spots.

- (1) Develop a comprehensive plan to include affordability, industrial base, operational needs, supply chain optimization and mutually supportive joint activities.

- (2) Define the requirements for MPF(F) and proceed with ship design efforts.

**f. BRAC:**

- (1) Complete analysis and prepare recommendations for submission to DOD to achieve the goals for BRAC.

- (2) Provide data and analytical support to sustain DOD recommendations during consolidation by the BRAC commission, the President and the Congress.

- (3) Organize, prepare, and coordinate BRAC 2005 expeditiously and efficiently; complete implementation of recommendations from past rounds of BRAC.

**g. Quadrennial Defense Review:** Leverage the Quadrennial Defense Review to effectively influence DoD and DoN strategic direction.

- (1) Maximize joint war fighting interoperability while emphasizing unique maritime capabilities and DON operational considerations.

- (2) Use QDR analysis to better understand and reconcile capability-based force posture requirements.

- (3) Drive the QDR process to facilitate near and long-term force-shaping and strategic response capability.

**h. Analytical Tools and Modeling:** Develop analytic tools to model and determine future war fighting requirements and capabilities to counter conventional, asymmetric, catastrophic, etc. risk areas.

**i. Information Technology (IT):** Transform the enterprise business IT functions of the Navy.

- (1) Achieve 100 percent cut over to NMCI.

- (2) Begin to turn off legacy networks and consolidate legacy servers.

- (3) Reduce the number of applications through the functional area manager's application rationalization and migration processes.

- (4) Develop methods for enhanced life-cycle management and visibility of IT assets to reduce total cost of ownership.

**j. Alignment:** Align organizations and processes to ensure service collaboration on key joint concepts and capabilities.

- (1) Develop Navy architectural plans for kill chains supporting sea shield and sea strike mission capability pillars.

- (2) Develop an integrated fire control (IFC) air and missile defense capability across services.

- (3) Ensure Navy interoperability (FORCENET) is clearly integrated and aligned to Joint Battle Management Command and Control (JBMC2) plans and roadmaps.

- (4) Continue transformation of the naval combat and weapon systems through the aggressive implementation of open architecture precepts across the enterprise.

Your support of these objectives for 2005 is necessary and appreciated. Thank you for what you do every day to preserve our nation's liberties and freedoms.



*In a press conference held at the Pentagon, the Secretary of the Navy Gordon R. England outlines procedures and answers media questions. U.S. Navy photo by Chief Journalist Craig P. Strawser.*



*Congratulations to Susan Thornes, Code 306, technical instruction specialist. She has earned certification as a Department of the Navy mediator with a mentor certification attachment. The mentor certification attachment allows her to evaluate and help potential mediators through the mediation process they are learning. The program consisted of in-depth classroom training and practice with a certified mediator, and lasted about one year. It is part of the Navy's Alternate Dispute Resolution program. She is now certified to do mediations anywhere for DoN, except at FISC Norfolk.*



*FISC Norfolk Commanding Officer Capt. Tim Ross congratulates Lt. Jurmin Francis after presenting her with an augmentation letter.*



*FISC Norfolk Commanding Officer Capt. Tim Ross congratulates Lt. Kevin Baker after presenting him with an augmentation letter.*



## **FISC Norfolk/DDNV exceed their 2004 Combined Federal Campaign goals**

*FISC Norfolk and DDNV Combined Federal Campaign key workers gathered recently to celebrate the end of another successful CFC campaign. Both commands exceeded their fund raising goals. FISC Norfolk collected \$55,945 (more than \$5,000 over their goal) and DDNV raised \$15,237.98 (exceeding their goal of \$14,500). They were congratulated for their hard work by FISC Norfolk Commanding Officer Capt. Tim Ross and DDNV Commander Capt. Bob Howard. Pictured are (front row, left to right) Wilbert Miller, DDNV; Sandy Burke, FISC; Julia Walters, FISC; ABF1(AW/SW) Robin Gray, RSO Oceana; Daniella Duff, CEP-201; Cathleen Bell, FISC; Blondine Booker, DDNV; Sherry Reid, DDNV; Patrina Dew, DDNV; and Lt. Chris Kovack, FISC. (Back row, left to right) Capt. Howard, James Underwood, DDNV; Gregory Pugh, DDNV; Mike Scozzafava, FISC; Ron Hughes (Eagle Donor), FISC, Naval Station Norfolk Sub-group 1-A coordinator; Debra West, DDNV; Lt. Cmdr Paul Armstrong, FISC CFC coordinator; Gail Blake, DDNV; Cheryl Evans, DDNV; and Capt. Ross.*